

ENACTING CHANGE FROM EVERY SPOT ON THE ORG CHART



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Where are you on the "arrrrgh" chart?



Captain

First Mate



Bystander

Victim



Where are you in the voyage towards change?

- We know there's a problem
- We've got a sense for the solution
- Decision made and we're moving forward
- We've been "changing" for three years, make it stop!



Wherever you are in the journey,
whoever you are on the crew...
keep to the pirate's code.



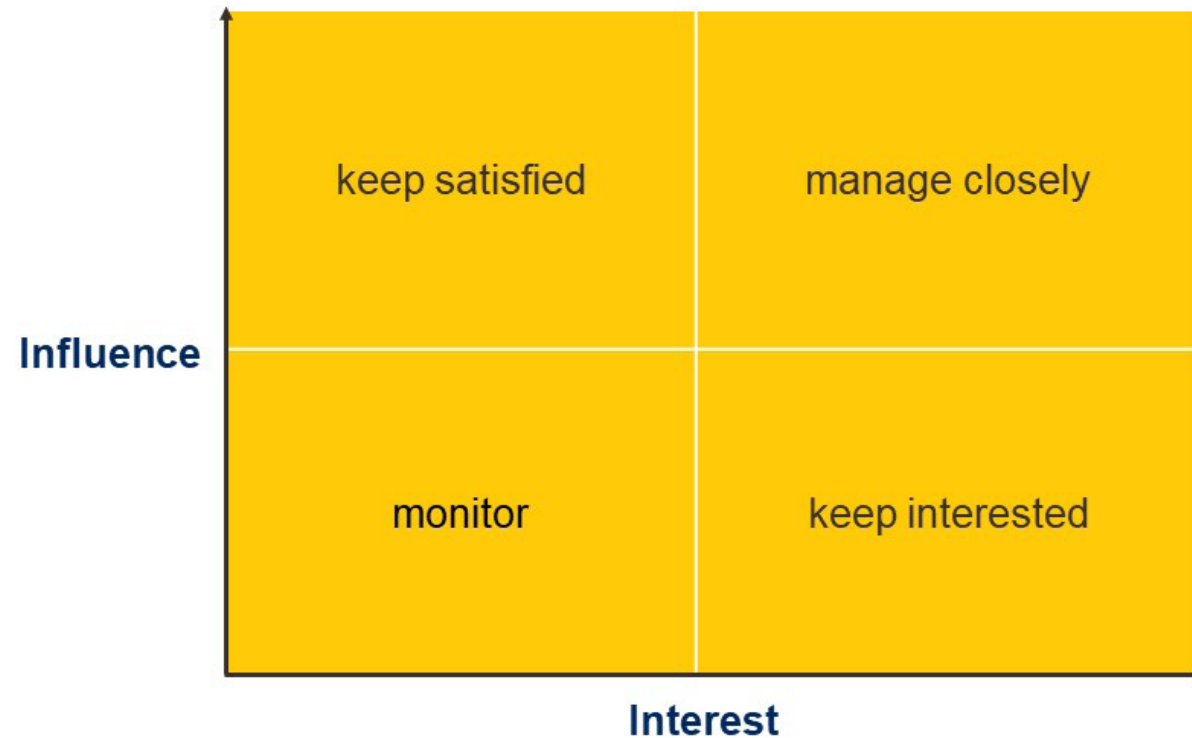
1. Make sure you have the right crew on deck.



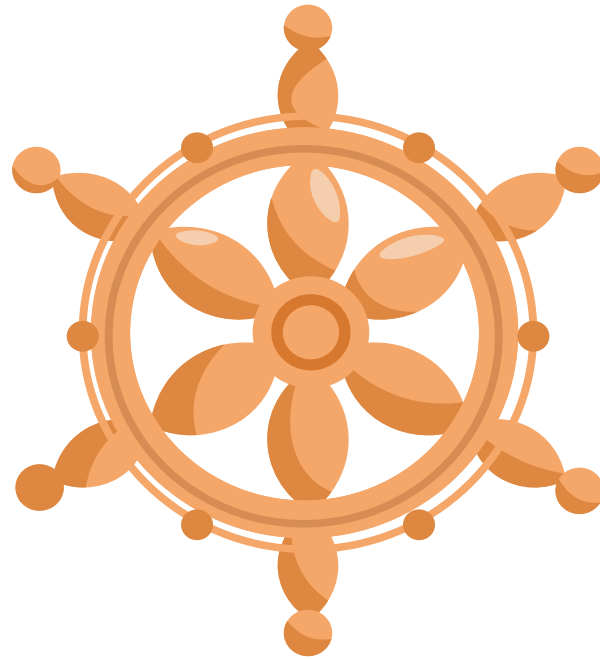
2. Power (and hazards!) can lie in unexpected places.



Assessing your crew: Map stakeholders and power



3. People are influenced by many different currents.



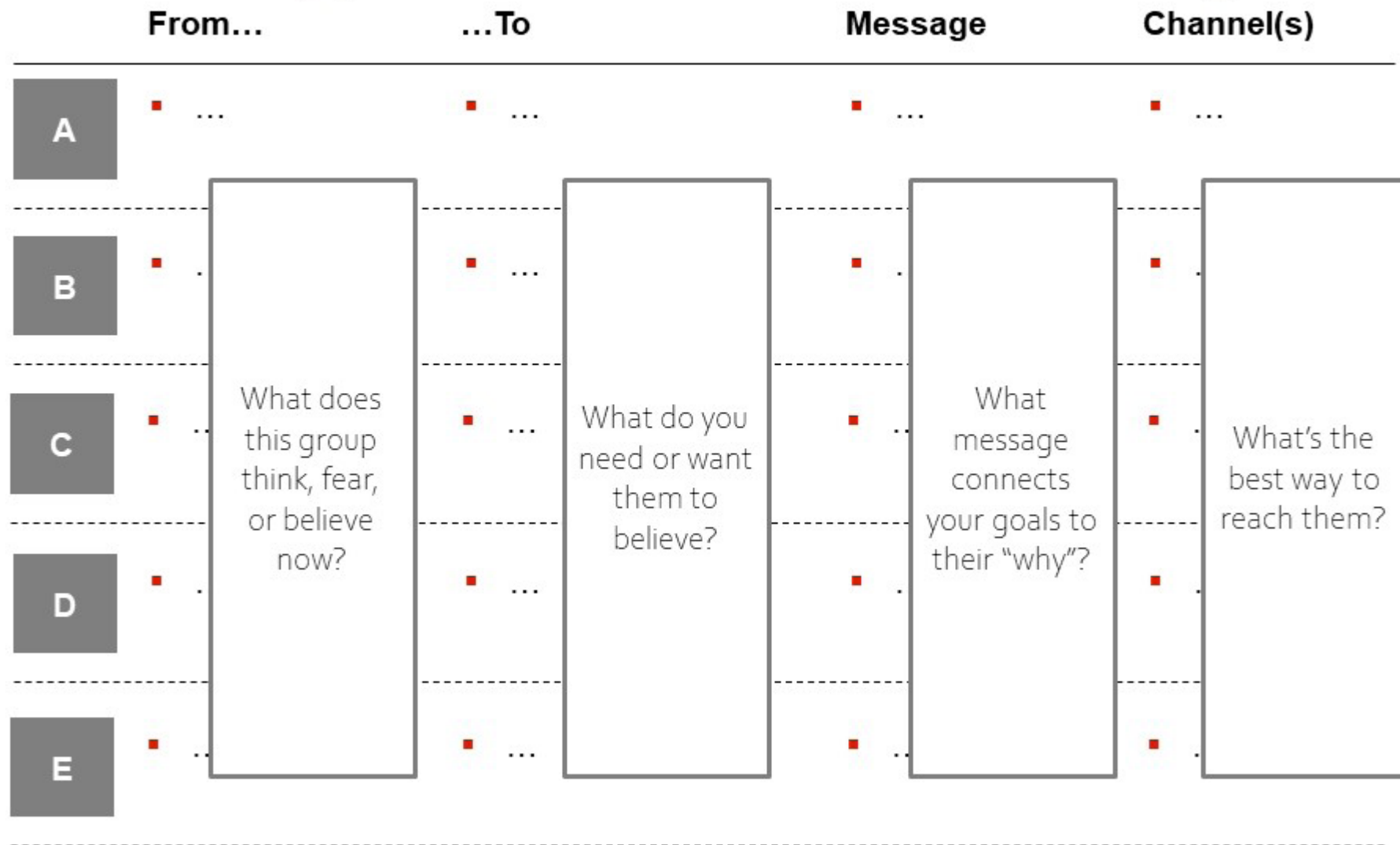
4. Let the mutineers have their say.



5. Communicate often and anchor on the "why."



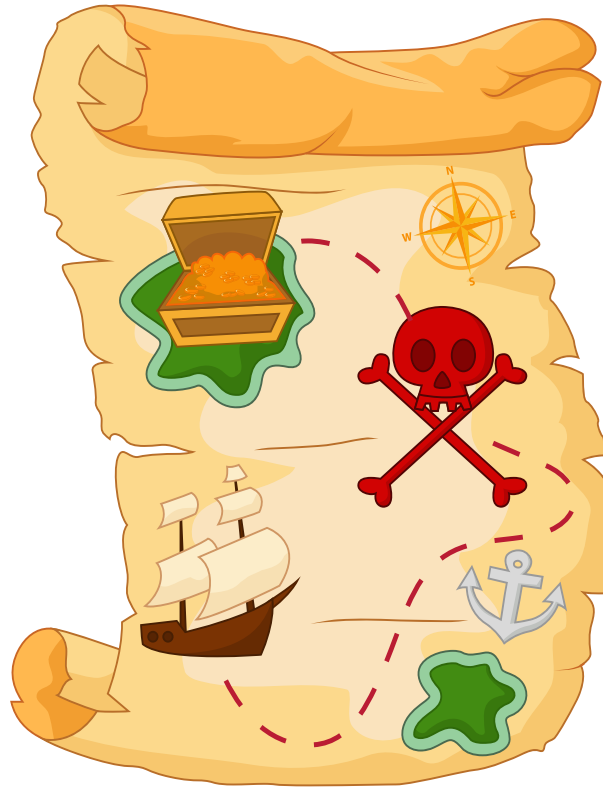
Using your Spyglass: Identify your audiences and tailor the message



6. Anyone who falls behind, is left behind.



7. Take care of yourself,
it's going to be a long trip.



THE PIRATE CODE:

1. Make sure you have the right crew on deck.
2. Power (and hazards!) can lie in unexpected places.
3. People are influenced by many different currents.
4. Let the mutineers have their say.
5. Communicate often and anchor on the "why."
6. Anyone who falls behind is left behind.
7. Take care of yourself, it's going to be a long trip.

